

# Four dimensions of burnout

An anti burnout framework **for the AI era**

Dominika Rogala · Good Job Coffee · [goodjob.coffee](https://goodjob.coffee)





**By the time you can  
clearly see the wave,  
you're already inside it.**

**The burnout wave  
is already here**

**48%**  
**of employees  
experience burnout**

# Mid-level managers report **highest burnout** rates

And drive up to **70%** of team  
engagement



THIS IS  
FINE

**Burnout is**  
**a syndrome resulting from**  
**chronic workplace stress**  
**that has not been**  
**successfully managed**

# 4 Dimensions of Burnout



# Exhaustion

When your energy stops recovering fast enough.



*I'm no longer solving problems creatively. I'm just trying to survive this week.*

# Emotional distance

When you feel further from what you used to care about

*It's working.  
That's enough.*



# Reduced efficacy

Working all the time, still feeling behind.



*I used to be better at this.*

# Identity gap

When who you are at work isn't who you wanted to become.



# Identity gap

today (Engineer)

I imagined engineering  
as building elegant systems.

now (Engineer)

Now some days it feels like...

juggling Slack notifications,

reviewing AI-generated output,

and trying to remember what  
uninterrupted thinking used to feel like."

Hmmm...?

# Identity gap

today (Leader)

I imagined leadership  
as helping people grow.

now (Leader)

Now some days it feels like standing  
between **vibe-coding executives**  
and **facepalming engineers...**

while trying to keep everyone  
functional.

I MADE 4 APPS  
OVER THE WEEKEND



WHY ARE YOU NOT DELIVERING  
NEW FEATURES EVERY WEEK?

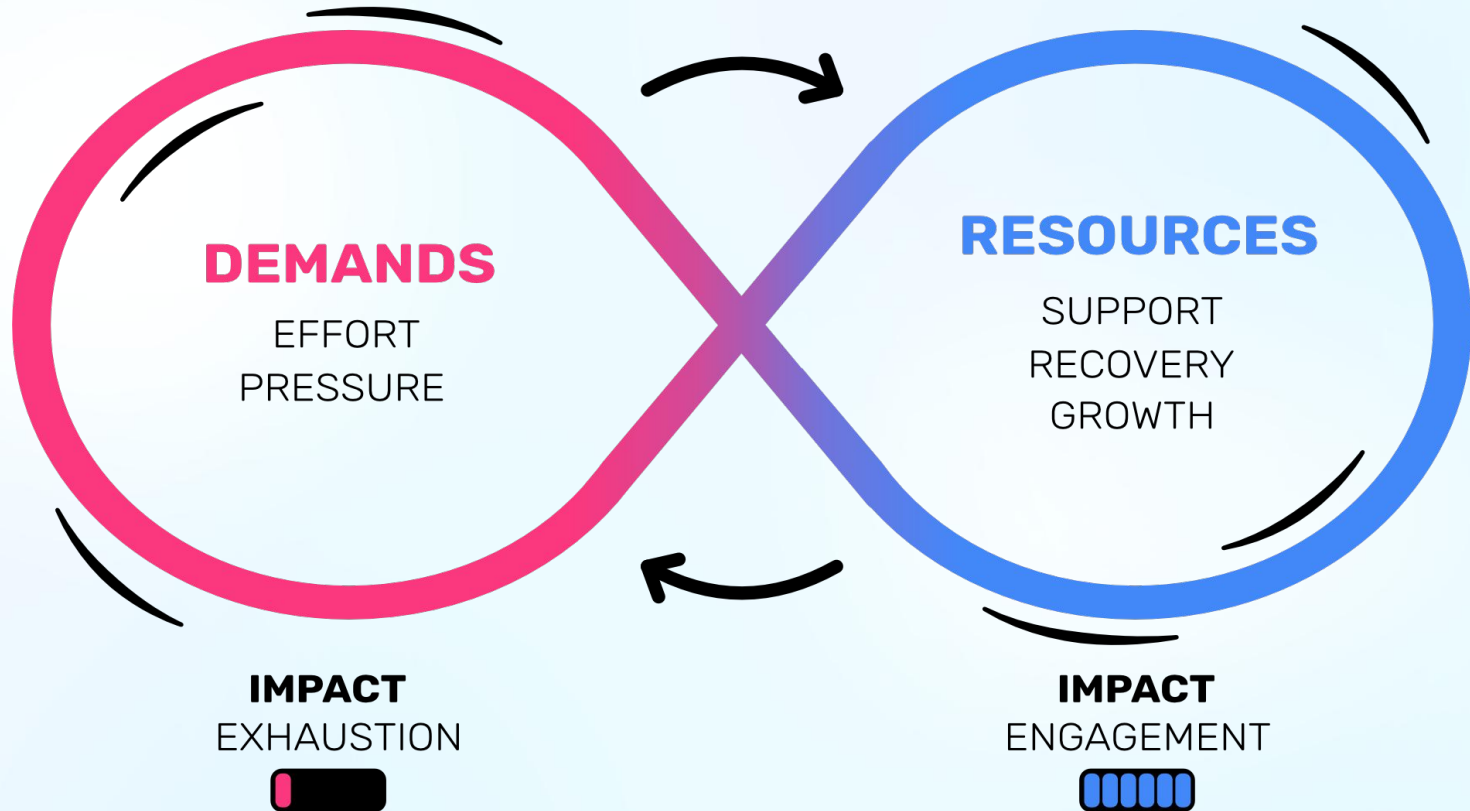
**Sometimes the hardest part  
isn't exhaustion.**

It is not recognizing yourself in  
how you work anymore.

## 4 Dimensions of Burnout



# JOB DEMANDS-RESOURCES MODEL



**TASKS OVERFLOW**

**ROLE CONFLICT OR AMBIGUITY**

**CONSTANT ADAPTATION**

# **DEMANDS**

**TIME PRESSURE**

**ALWAYS-ON COMMUNICATION**

**CONTEXT SWITCHING**

**COGNITIVE LOAD**

**SUPPORT** (MANAGER AND TEAM)

**TIME TO RECOVER**

**MEANINGFUL WORK**

**TOOLS AND TRAINING**

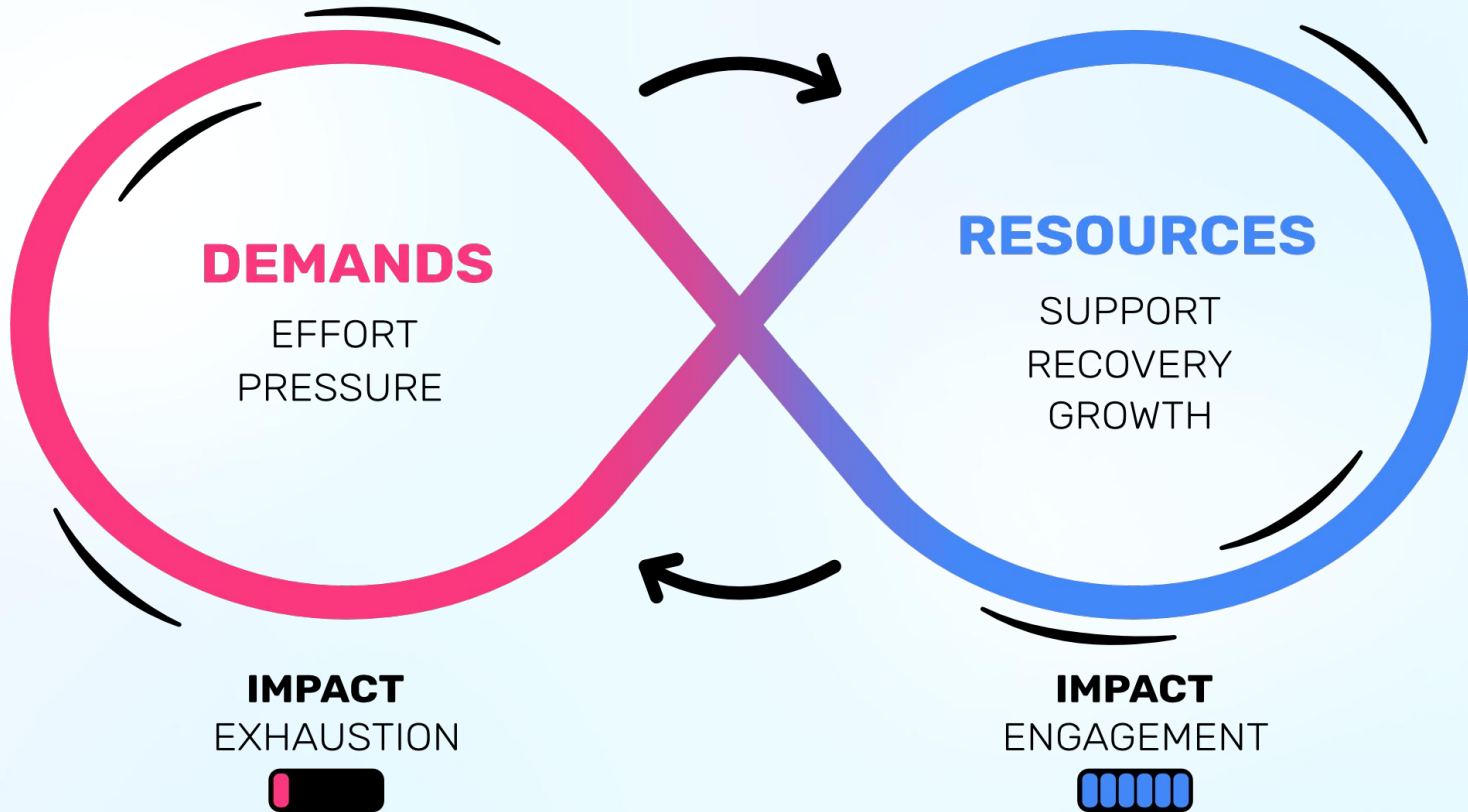
**PRECISE FEEDBACK**

**CLEAR ROLE AND PRIORITIES**

**AUTONOMY**

**RESOURCES**

# JOB DEMANDS-RESOURCES MODEL



# What happens when we add **AI**?



**ALWAYS-ON COMMUNICATION**

+ PROMPTING

**TIME PRESSURE**

10X

**CONSTANT ADAPTATION**



# DEMANDS + AI

**TASKS OVERFLOW**

*"AM I A CODER OR AN AGENT SUPERVISOR NOW?"*

**ROLE CONFLICT OR AMBIGUITY**

~~CONTEXT SWITCHING~~

THRASHING

**COGNITIVE LOAD**



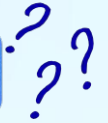
OFTEN MISSING

**SUPPORT** (MANAGER AND TEAM)



**TIME TO RECOVER**

**MEANINGFUL WORK**



AI-GENERATED, HARDER TO JUDGE

**PRECISE FEEDBACK**

**TOOLS AND TRAINING**

**CLEAR ROLE AND PRIORITIES**

**AUTONOMY**



(SHIFTING)

**RESOURCES** + AI

# ELECTROLUX®

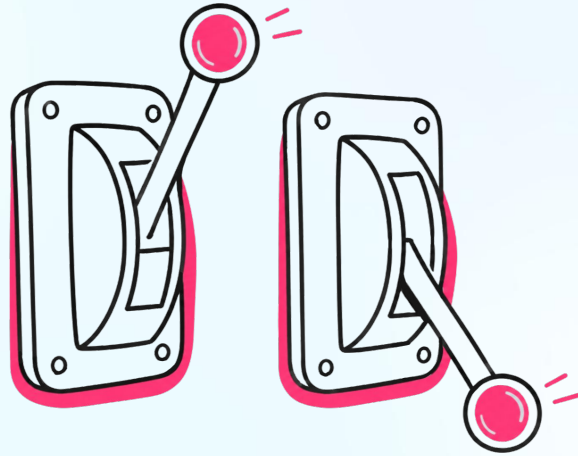


**AI efficiency gains quickly  
turn into  
expectation inflation.**

**Burnout is not an  
individual problem.**

**It is a *system* problem.**

**Reduce  
demands**



**Build  
resources**

# REDUCE DEMANDS

LIMIT CONTEXT SWITCHING

REMOVE FAKE WORK

CLARIFY PRIORITIES

REALISTICALLY SMALLER WORKLOAD

# BUILD RESOURCES

INCREASE AUTONOMY

DEFINE ROLE & EXPECTATIONS

PROTECT TIME TO RECOVER

ENABLE TOOLS & TRAINING

ENSURE SUPPORT FROM MANAGER & TEAM



**We shape the environment  
our teams work in every day**

# Why should we care?

Why optimize for **sustainability**  
if we can optimize for **speed**?

# There is a hidden tax on speed.

Up to \$9.6 trillion/year in lost productivity



**Not burning out is**  
**a competitive advantage**

# Changing the system

3 things to try:

**Cut 2 priorities**

**Give your teams a  
buffer week - they  
choose the work**

**Bring back 1-1s**

# Signs your work system is heading somewhere unsustainable

## Your tools got faster.

The expectations got faster too.

**Deep work now requires**  
being on an actual plane.

## Context-switching

has stopped feeling like a cost. It feels like the job.

**You spend more time**  
**responding than deciding.**

Rest feels like something you have to earn.

**You've normalized** operating slightly stressed all the time.

You don't know what **"enough"** looks like anymore.

Some days your longest conversation is with an AI.

**Your role changed faster than**  
**your sense of self did.**

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than your **sense of self** did.**

**There is no ideal leadership**



**Start with your own system**

# Do I actually use the resources available to me?



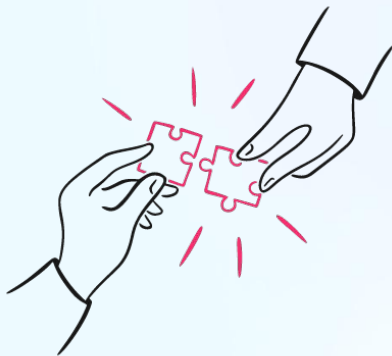
**ask for help**



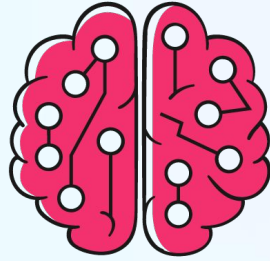
**delegate**



**take a day off**



**I can do a little less**



# **Regulated brain is a resource**

Productivity comes from a regulated brain

# Micro-regulations to weave into your day

## Slow down deliberately:

- **Walk** like a sloth for 3 minutes
- **Move slower** than feels natural
- Talk at **0.75 speed...** for fun



# Micro-regulations to weave into your day

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for fun

## Tell your brain “we’re safe”

- yawn
- stretch
- breathe

## Reduce cognitive input

- less social media
- commute in silence
- walk without a podcast

# THE ANTI-BURNOUT FRAMEWORK

## MAP

**BURNOUT RISK** USING  
THE FOUR DIMENSIONS

**REDUCED EFFICACY**

**EXHAUSTION**

**IDENTITY GAP**

**EMOTIONAL DISTANCE**

## LOCATE

**BURNOUT**  
IN THE SYSTEM,  
NOT THE **INDIVIDUAL.**

**MAP DEMANDS  
& RESOURCES**

## APPLY

THE **TWO LEVERS**  
TO CHANGE THE SYSTEM

**REDUCE DEMANDS**

**BUILD RESOURCES**

**We need you  
to stay yourself**





# Good job!

Self-check, anti-burnout worksheet,  
reading list, micro-regulation toolkit



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